



PRIVILEGE, PRE-CONCEPTIONS, PRE-DISPOSITIONS



Privilege is a concept that is familiar to many but understood by few. This session focuses on surfacing the sources of privilege that hide in plain sight.



Pre-conceptions in our thinking regarding people that originate in our privilege and drive our perspective more than we might realize, can result in unintended, inequitable workplace outcomes.



Pre-dispositions in our actions that arise from our pre-conceptions result in blind spots in our behavior that could result in sub-optimal talent management decisions.

PRIVILEGE	PRE-CONCEPTIONS	PRE-DISPOSITIONS
<u>Experiences</u>	<u>Evidence</u>	<u>Exercises</u>
<ul style="list-style-type: none"> - Ethnography - Demography - Geography - Biography 	<ul style="list-style-type: none"> - Recruitment - Management - Development - Advancement 	<ul style="list-style-type: none"> - Attention - Cognition - Perception - Projection
1 hr	1 hr	1 hr

3 hrs